

DD/568-1179

DDI-646-68

DDI 8 B 1179  
FILE Personnel 17

MEMORANDUM FOR: Deputy Director for Support  
SUBJECT : Rationale of CIA Retirement Policy

1. In your memorandum of 28 February (DDS 68-1008), you asked for comment on a new draft rationale.

2. I find the draft too long, overly burdened with circumstantial detail, and not sufficiently responsive to latent questions in the minds of our personnel to carry conviction.

3. A sound and convincing rationale for a general Agency early retirement policy can be produced only if it is squarely responsive to four questions:

- a. In 1964 CIA obtained from Congress a special early retirement system for a selective portion of its employees. What has since changed that now makes necessary the imposition of identical retirement limits on those not in that system? Put another way, if it is necessary to retire more people earlier than had originally been projected, why should this not be done through the existing CIA system?
- b. Is our need for an early retirement system any greater than the need in other Government components responsible for national security (e.g., State, Defense)?
- c. Do the reasons given in support of early retirement apply with equal force to enough people that it is more reasonable to have one age limit for all rather than different limits for different groups?

- d. What reason is given for curbing the employee's opportunity to work beyond 60 without providing offsetting compensation? Or, if compensation is contemplated, what is it?

4. I believe it should be possible to incorporate into another draft direct responses to the above questions. If such a draft can be produced, then I will undertake to comment at greater length on specifics.



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R. J. SMITH  
Deputy Director for Intelligence

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7 MAR 1968

*98-11 and above*  
*Selection out of 100*

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- b. Is our need for an early retirement system any greater than the need in other Government components responsible for national security (e.g., State, Defense)?
- c. Do the reasons given in support of early retirement apply with equal force to enough people that it is more reasonable to have one age limit for all rather than different limits for different groups?

*Not feasible at the time*  
*Restricted*  
*not*  
*Big military + State has over & out*  
*Yes - provide for exception*

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- d. What reason is given for curbing the employee's opportunity to work beyond 60 without providing offsetting compensation? Or, if compensation is contemplated, what is it?

*Q: above -  
under study*

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